

Response to the Business and Human Rights Resource Center

April 8, 2024

Dear Business and Human Rights Resource Center,

Thank you for providing lululemon with an opportunity to respond to reports related to the factory closure of Dongguan Gogo Garment Manufacturing in Dongguan, Mainland China.

As a company committed to responsible business conduct, we expect all suppliers working with lululemon to adhere to our Vendor Code of Ethics and Responsible Supply Chain program. In the event of a factory closure, we have clear guidelines for suppliers, which include our expectation that all wages and benefits must be paid in accordance with legal requirements.

Dongguan Gogo Garment Manufacturing was a subcontractor for one of our suppliers and had produced a limited amount of our products up until 2022. At that point, these orders were transitioned to another factory as per the supplier's strategy, which shifted to focus on domestic business for this facility.

In early 2023, we became aware of the sudden factory closure of Dongguan Gogo Garment Manufacturing and immediately reached out to our supplier to investigate. Our investigation confirmed that while workers have received some payments, full severance payments have not been made. Over the past year, we have engaged extensively with our supplier, other factory buyers, and other stakeholders to resolve the situation. However, due to circumstances beyond our and the supplier's control, these efforts have unfortunately not been successful to date. We remain committed to supporting efforts to find a resolution in the best interest of the workers through legal and ethical means.